



**2005 Army  
Acquisition Workforce Conference  
1-3 March 2005**

**Test and Evaluation  
Certifying Officials Session**

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**Deputy Director for T&E Policy**

**U.S. Army Test and Evaluation Management Agency (TEMA)**

**Office of the Chief of Staff, Army**

# **T&E Certifying Officials Session Agenda**

- **T&E Certifying Officials Workload Analysis (2000-2004)**
- **DoD-wide T&E Functional IPT Overview**
- **DAU's Summary Statistics: AT&L Workforce & 3 Test Courses**
- **Certifying Officials Survey Result (T&E Certification Checklists)**
- **Roundtable Discussion**
  - **Top 3 T&E Certifying Official Concerns**
  - **Need for More T&E ACF FCR Guidance?**
- **Future Efforts/Actions**

# **Thoughts from the 'Acting' T&E FCR**

- **Appreciation for this Additional Duty**
- **You're Shaping Future of the Army T&E Workforce**

# **T&E Certifying Official Workload Analysis**

**(Timeframe: 2000 - 2004)**

# T&E Certification

<u>CRITERIA</u>		<u>LEVEL</u>
1. Education	}	I
2. Training		II
3. Experience		III

# Education Criterion

## For all Certification Levels:

**At least 10 years of experience in acquisition, as of FY92,**

**Baccalaureate degree with 24 semester hours, or equivalent**

✓ **Operations Research**

✓ **Engineering**

✓ **Physics**

? **Mathematics** — **See next slide**

✓ **Chemistry**

✓ **Physical Science, or**

✓ **Related Field** — **May be subject to interpretation**

# T&E Education - Mathematics

**24 semester hours (or equivalent)**

<b>PLAUSABLE</b>	<b>NON-PLAUSABLE</b>
Calculus	Algebra
Probability	Business Math
Statistics	College Math
Quantitative Analysis	Technical Math
Trigonometry	
Geometry	

**Any thoughts?**

# Training Criterion

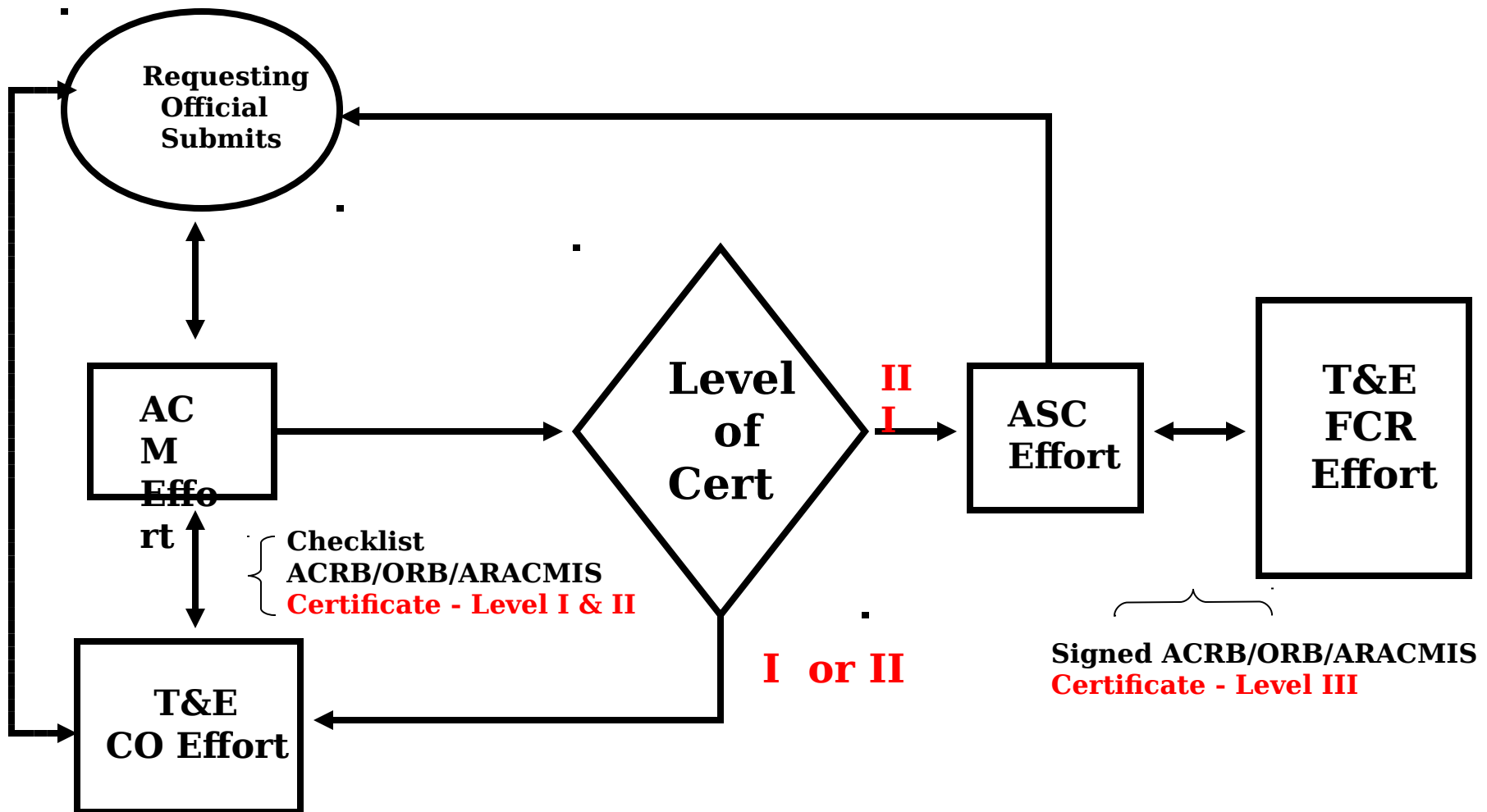
<u>LEVEL</u>	<u>ACQUISITION</u>	<u>TEST</u>
I	ACQ 101	TST 101
II	ACQ 201	TST 202
III	-	TST 301

# **Experience Criterion**

- Level I      One year of acquisition experience**
- Level II      Two years of acquisition experience, of which at least one year is T&E experience**
- Level III      Four years of acquisition experience, of which at least two years is T&E experience**

**Reference: T&E FCR Memo, subject: Specific T&E Certification G**

# T&E Certification Process



# T&E Certifications by Level and Year

YEAR	CERTIFICATION LEVEL			
	I	II	III	TOTAL
2000	16	23	84	123
2001	26	31	83	140
2002	70	71	72	213
2003	115	87	109	311
2004	118	88	100	306
TOTAL	345	300	448	1,093

All Level III cert packages reviewed by T&E FCRR & signed by T&E F

# T&E Certifying Officials

**Ron Sturgeon**, AMC RDECOM TARDEC, DSN: 746-746-7466 **Donna Shandle**, SBCCOM, DSN: 992-3522 \*\*

Warren, MI

Aberdeen Proving Ground, MD

**Denis Balint**

CECOM SEC  
DSN: 992-3522 \*\*

Ft Monmouth,

NCR  
Washington, DC

**Larry Leiby**

HQDA-TEMA  
DSN: 225-7389

Redstone Arsenal,

**Mike McFalls**, AMC RDECOM AMRDEC, DSN: 746-746-7466

Yuma Proving Ground, AZ

**Jim Wymer**

ATEC-DTC  
DSN: 899-2813

White Sands  
Missile Range,  
NM

**Vickie Reynolds**, ATEC-DTC, DSN: 258-0808 \*

**Mario Correa**, ATEC-DTC, DSN: 258-

\* Successors to Richard Hays

\*\* On-board Nov 04

# T&E Certifying Official Workload

**Note: Sum is less than total due to changeover in (January 2000 to 31 December 2004)**

Larry  
Leiby {  
132 - Level I  
128 - Level II  
106 - Level III  
**366 - Total**

Ron  
Sturgeon {  
16 - Level I  
10 - Level II  
14 - Level III  
**40 - Total**

Mike  
McFalls {  
91 - Level I  
84 - Level II  
126 - Level III  
**301 - Total**

Jim  
Wymer {  
5 - Level I  
2 - Level II  
28 - Level III  
**35 - Total**

Donna  
Shandle {  
47 - Level I  
36 - Level II  
68 - Level III  
**151 - Total**

Vickie  
Reynolds {  
20 - Level I  
12 - Level II  
14 - Level III  
**46 - Total**

**Rich Hays had 89 (= 18 + 12 + 59) T&E certifications during this period**

**Mario Correa had 1 (= 0 + 1 + 0) T&E certifications during this period**

**Denis Balint had 3 (= 2 + 1 + 0) T&E certifications during this period**

# **DoD-wide T&E Functional IPT (T&E FIPT) Overview**

# T&E FIPT Membership

- **OSD**
  - **OUSD(AT&L)DS/SE/DT&E - Chair**
  - **DOT&E; ASD (NII) \*; MDA \***
  - **DCMA/AQO; DTRMC \*; DISA\* ; DAU**
- **Army:**
  - **T&E**
  - **DACM**
- **Air Force:**
  - **T&E**
  - **DACM**
- **Navy: T&E \*, RDT&E \*, NAVAIR, SPAWAR \*, & DACM**

**\* = recent additions**

# **T&E FIPT Charter**

- **Support the OUSD(AT&L) designated Functional Advisor for the T&E acquisition career field.**
- **T&E Functional Advisor mission is to:**
  - **advise and support the USD(AT&L) on the qualifications & career development requirements for the T&E career field**
  - **serve as the proponent for the T&E community interests**

# **T&E FIPT Mission**

- 1. Advise T&E FA about T&E education, training, & career requirements.**
- 2. Recommend initiatives for T&E career development and rotational assignments.**
- 3. Recommend existing T&E career path augmentations.**
- 4. Establish and review DoD criteria for designating T&E position category descriptions and career path certification standards.**
- 5. Provide the FA an annual T&E certification as to DoD 5000.52-M standards, position category descriptions, and DAU T&E course content and quality.**
- 6. Oversee T&E education and training requirements.**
- 7. Monitor and evaluate the effective implementation of DoD 5000.52M pertaining to T&E.**

# **T&E FIPT Working Group**

## **Overarching Tasks**

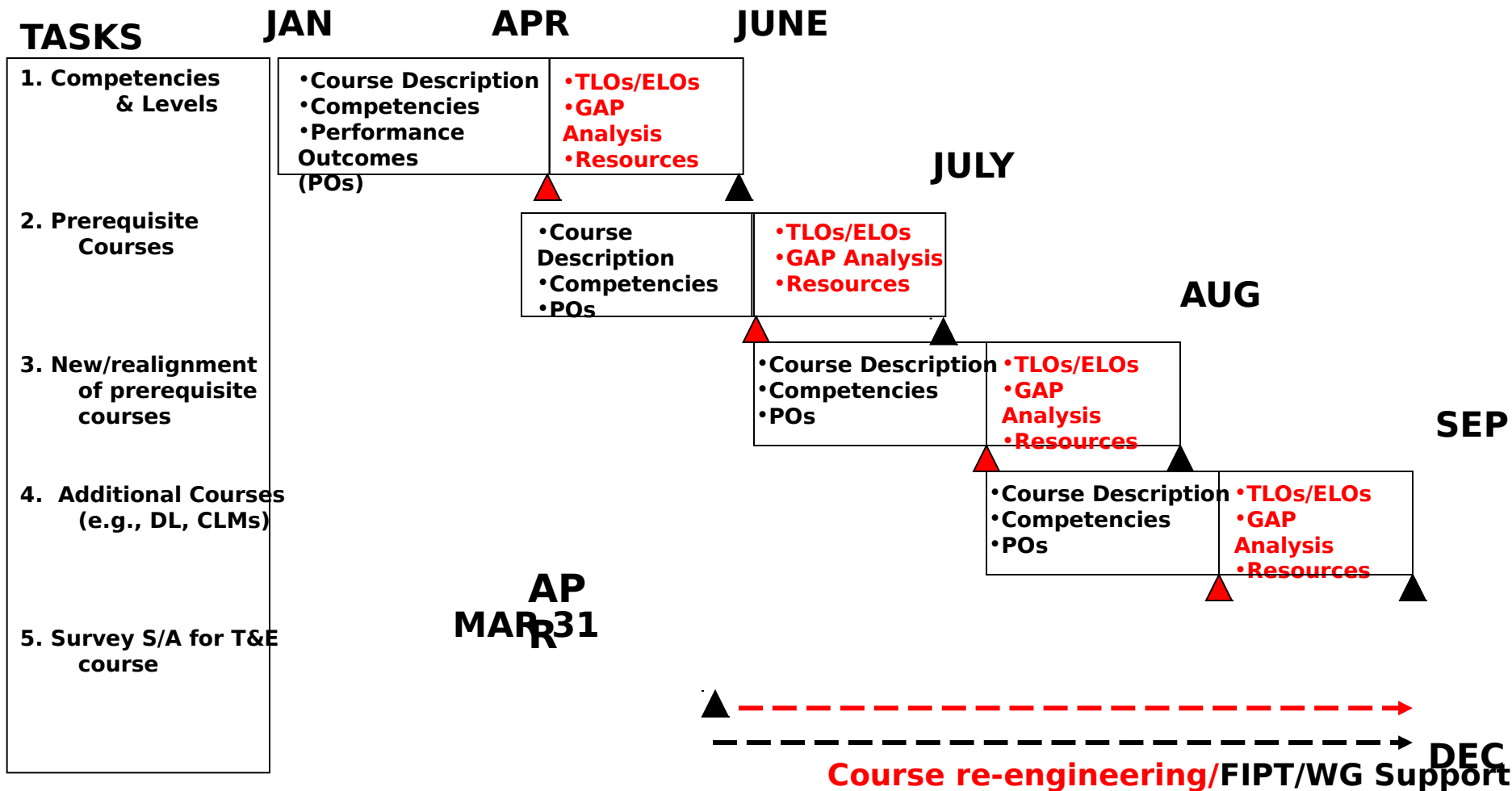
**Review and provide recommendations on**

- Task # 1. Changes to the performance outcomes for each of the DAU T&E courses.**
- Task # 2. Review & provide recommendations on changes, as appropriate, to the existing performance outcomes career field prerequisite courses (ACQ 101 and ACQ 102).**
- Task # 3. Identify & justify any new or realignment of prerequisite Courses for each level in the T&E career field (e.g., SPRDE, Contracting, PM supplemental courses).**
- Task # 4. Identify, justify, & provide course linkage for any additional topical T&E courses.**
- Task # 5. Survey Services/Agencies on existing T&E courses.**

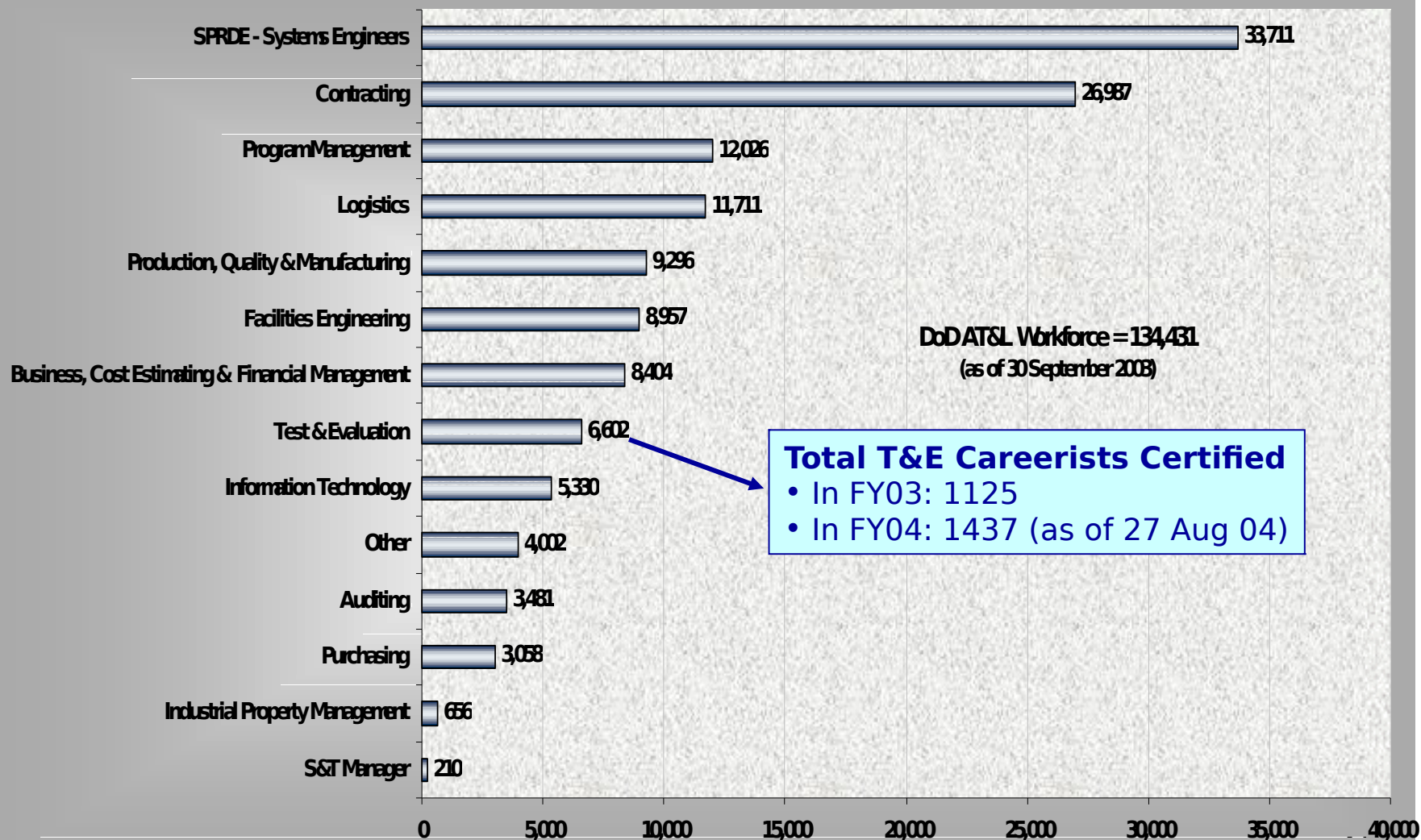
# T&E FIPT Workgroup

## T&E Curriculum Review Way-Ahead

### OVERARCHING SEQUENCE & MAJOR ACTIVITIES



# DoD AT&L Workforce by Career Field



# DoD AT&L Workforce by Career Field and Component

Career Field	Army	Navy	Air Force	Other DoD	Total
Program Management	4,493	3,522	3,410	601	12,026
Contracting	8,089	5,406	7,684	5,808	26,987
Industrial Property Management	175	72	35	374	656
Purchasing	440	781	678	1,159	3,058
Facilities Engineering	5,522	3,435	0	0	8,957
Production, Quality, & Manufacturing	2,215	2,259	409	4,413	9,296
Business, Cost Estimating, & Financial Mgmt.	4,452	1,815	1,878	259	8,404
Logistics	5,820	4,234	1,568	89	11,711
Information Technology	3,227	695	1,117	291	5,330
SPRDE – Systems Engineers	10,571	16,707	5,864	569	33,711
S&T Manager	14	151	0	45	210
<b>Test &amp; Evaluation</b>	<b>2,341</b>	<b>2,498</b>	<b>1,709</b>	<b>54</b>	<b>6,602</b>
Auditing	0	0	0	3,481	3,481
Other	338	47	3,536	81	4,002
<b>TOTALS</b>	<b>47,697</b>	<b>41,662</b>	<b>27,888</b>	<b>17,224</b>	<b>134,431</b>

4.9 %

35.5 %

# **DAU's Summary Statistics for Three Test Courses**

# See Handout

	TST-101			TST-202			TST-301		
	Fiscal Year	FY03	FY04	Fiscal Year	FY03	FY04	Fiscal Year	FY03	FY04
<b>ANNUAL STUDENTS</b>	<b>STUDENTS</b>	<b>1921</b>	<b>2456</b>	<b>STUDENTS</b>	<b>436</b>	<b>516</b>	<b>STUDENTS</b>	<b>203</b>	<b>290</b>
<b>PRIMARY DAWIA CAREER FIELD</b>	<b>T&amp;E:</b>	<b>38.0%</b>	<b>38.5%</b>	<b>T&amp;E:</b>	<b>57.2%</b>	<b>50.8%</b>	<b>T&amp;E:</b>	<b>71.5%</b>	<b>79.2%</b>
	<b>SPRDE:</b>	<b>12.0%</b>	<b>8.0%</b>	<b>SPRDE:</b>	<b>19.8%</b>	<b>13.3%</b>	<b>SPRDE:</b>	<b>15.0%</b>	<b>7.7%</b>
	<b>Other:</b>	<b>50.0%</b>	<b>53.5%</b>	<b>Other:</b>	<b>23.0%</b>	<b>35.9%</b>	<b>Other:</b>	<b>13.5%</b>	<b>13.1%</b>
<b>YEARS OF EXPERIENCE</b>	<b>&gt; 15 Yrs:</b>	<b>12.0%</b>	<b>15.8%</b>	<b>&gt; 15 Yrs:</b>	<b>18.9%</b>	<b>14.3%</b>	<b>&gt; 15 Yrs:</b>	<b>27.5%</b>	<b>29.2%</b>
	<b>10-15 Yrs:</b>	<b>6.5%</b>	<b>7.6%</b>	<b>10-15 Yrs:</b>	<b>15.0%</b>	<b>14.0%</b>	<b>10-15 Yrs:</b>	<b>25.0%</b>	<b>18.6%</b>
	<b>5-10 Yrs:</b>	<b>9.8%</b>	<b>9.4%</b>	<b>5-10 Yrs:</b>	<b>17.5%</b>	<b>17.4%</b>	<b>5-10 Yrs:</b>	<b>25.5%</b>	<b>25.2%</b>
	<b>&lt; 5 Yrs:</b>	<b>71.7%</b>	<b>67.2%</b>	<b>&lt; 5 Yrs:</b>	<b>48.6%</b>	<b>54.3%</b>	<b>&lt; 5 Yrs:</b>	<b>22.0%</b>	<b>27.0%</b>
<b>CERTIFICATION LEVEL</b>	<b>None:</b>	<b>69.5%</b>	<b>72.8%</b>	<b>None:</b>	<b>15.3%</b>	<b>13.4%</b>	<b>None:</b>	<b>11.6%</b>	<b>18.1%</b>
	<b>Level I:</b>	<b>17.5%</b>	<b>15.5%</b>	<b>Level I:</b>	<b>47.5%</b>	<b>53.8%</b>	<b>Level I:</b>	<b>2.5%</b>	<b>3.7%</b>
	<b>Level II:</b>	<b>8.5%</b>	<b>6.7%</b>	<b>Level II:</b>	<b>20.5%</b>	<b>19.6%</b>	<b>Level II:</b>	<b>64.8%</b>	<b>62.0%</b>
	<b>Level III:</b>	<b>4.5%</b>	<b>5.0%</b>	<b>Level III:</b>	<b>16.7%</b>	<b>13.3%</b>	<b>Level III:</b>	<b>20.6%</b>	<b>16.2%</b>
<b>STUDENT GRADE AND MILITARY COMPONENT</b>	<b>&gt; GS-14:</b>	<b>3.1%</b>	<b>0.3%</b>	<b>&gt; GS-14:</b>	<b>2.1%</b>	<b>1.7%</b>	<b>&gt; GS-14:</b>	<b>2.2%</b>	<b>2.1%</b>
	<b>GS-14:</b>	<b>4.8%</b>	<b>1.6%</b>	<b>GS-14:</b>	<b>3.2%</b>	<b>4.3%</b>	<b>GS-14:</b>	<b>10.8%</b>	<b>3.8%</b>
	<b>GS-13:</b>	<b>14.6%</b>	<b>9.0%</b>	<b>GS-13:</b>	<b>30.9%</b>	<b>22.7%</b>	<b>GS-13:</b>	<b>48.4%</b>	<b>33.8%</b>
	<b>GS-12:</b>	<b>12.5%</b>	<b>8.8%</b>	<b>GS-12:</b>	<b>19.2%</b>	<b>18.6%</b>	<b>GS-12:</b>	<b>10.2%</b>	<b>7.6%</b>
	<b>GS-11:</b>	<b>12.9%</b>	<b>4.5%</b>	<b>GS-11:</b>	<b>8.3%</b>	<b>10.5%</b>	<b>GS-11:</b>	<b>2.7%</b>	<b>1.3%</b>
	<b>&lt; GS-11:</b>	<b>15.5%</b>	<b>41.6%</b>	<b>&lt; GS-11:</b>	<b>3.5%</b>	<b>4.0%</b>	<b>&lt; GS-11:</b>	<b>2.6%</b>	<b>21.7%</b>
	<b>Military:</b>	<b>36.6%</b>	<b>34.2%</b>	<b>Military:</b>	<b>32.8%</b>	<b>38.2%</b>	<b>Military:</b>	<b>23.1%</b>	<b>29.7%</b>
<b>AGENCY</b>	<b>USA:</b>	<b>18.5%</b>	<b>21.6%</b>	<b>USA:</b>	<b>24.7%</b>	<b>21.1%</b>	<b>USA:</b>	<b>57.3%</b>	<b>26.4%</b>
	<b>USN:</b>	<b>29.0%</b>	<b>25.4%</b>	<b>USN:</b>	<b>32.6%</b>	<b>29.7%</b>	<b>USN:</b>	<b>21.6%</b>	<b>27.5%</b>
	<b>USAF:</b>	<b>40.1%</b>	<b>36.9%</b>	<b>USAF:</b>	<b>34.9%</b>	<b>41.0%</b>	<b>USAF:</b>	<b>15.6%</b>	<b>41.8%</b>
	<b>Other:</b>	<b>12.4%</b>	<b>16.1%</b>	<b>Other:</b>	<b>7.8%</b>	<b>8.2%</b>	<b>Other:</b>	<b>5.5%</b>	<b>4.3%</b>

NOTE: Based on student self-reported data

<b>TOTAL T&amp;E Career Field Grads:</b>	<b>730</b>	<b>946</b>	<b>249</b>	<b>262</b>	<b>145</b>	<b>230</b>
<b>TOTAL T&amp;E Course Grads:</b>	<b>1921</b>	<b>2456</b>	<b>436</b>	<b>516</b>	<b>203</b>	<b>290</b>
<b>Percent T&amp;E Careerists</b>	<b>38.0%</b>	<b>38.5%</b>	<b>57.2%</b>	<b>50.8%</b>	<b>71.5%</b>	<b>79.2%</b>

**Total T&E Career Field Grads by FY:** 1125 1437

	TST-101			TST-202			TST-301		
	Fiscal Year	FY03	FY04	Fiscal Year	FY03	FY04	Fiscal Year	FY03	FY04
<b>ANNUAL STUDENTS</b>	<b>STUDENTS</b>	<b>1921</b>	<b>2456</b>	<b>STUDENTS</b>	<b>436</b>	<b>516</b>	<b>STUDENTS</b>	<b>203</b>	<b>290</b>
<b>PRIMARY DAWIA CAREER FIELD</b>	T&E:	38.0%	38.5%	T&E:	57.2%	50.8%	T&E:	71.5%	79.2%
	SPRDE:	12.0%	8.0%	SPRDE:	19.8%	13.3%	SPRDE:	15.0%	7.7%
	Other:	50.0%	53.5%	Other:	23.0%	35.9%	Other:	13.5%	13.1%
<b>YEARS OF EXPERIENCE</b>	> 15 Yrs:	12.0%	15.8%	> 15 Yrs:	18.9%	14.3%	> 15 Yrs:	27.5%	29.2%
	10-15 Yrs:	6.5%	7.6%	10-15 Yrs:	15.0%	14.0%	10-15 Yrs:	25.0%	18.6%
	5-10 Yrs:	9.8%	9.4%	5-10 Yrs:	17.5%	17.4%	5-10 Yrs:	25.5%	25.2%
	< 5 Yrs:	71.7%	67.2%	< 5 Yrs:	48.6%	54.3%	< 5 Yrs:	22.0%	27.0%
<b>CERTIFICATION LEVEL</b>	None:	69.5%	72.8%	None:	15.3%	13.4%	None:	11.6%	18.1%
	Level I:	17.5%	15.5%	Level I:	47.5%	53.8%	Level I:	2.5%	3.7%
	Level II:	8.5%	6.7%	Level II:	20.5%	19.6%	Level II:	64.8%	62.0%
	Level III:	4.5%	5.0%	Level III:	16.7%	13.3%	Level III:	20.6%	16.2%
<b>STUDENT GRADE AND MILITARY COMPONENT</b>	> GS-14:	3.1%	0.3%	> GS-14:	2.1%	1.7%	> GS-14:	2.2%	2.1%
	GS-14:	4.8%	1.6%	GS-14:	3.2%	4.3%	GS-14:	10.8%	3.8%
	GS-13:	14.6%	9.0%	GS-13:	30.9%	22.7%	GS-13:	48.4%	33.8%
	GS-12:	12.5%	8.8%	GS-12:	19.2%	18.6%	GS-12:	10.2%	7.6%
	GS-11:	12.9%	4.5%	GS-11:	8.3%	10.5%	GS-11:	2.7%	1.3%
	< GS-11:	15.5%	41.6%	< GS-11:	3.5%	4.0%	< GS-11:	2.6%	21.7%
	Military:	36.6%	34.2%	Military:	32.8%	38.2%	Military:	23.1%	29.7%
<b>AGENCY</b>	USA:	18.5%	21.6%	USA:	24.7%	21.1%	USA:	57.3%	26.4%
	USN:	29.0%	25.4%	USN:	32.6%	29.7%	USN:	21.6%	27.5%
	USAF:	40.1%	36.9%	USAF:	34.9%	41.0%	USAF:	15.6%	41.8%
	Other:	12.4%	16.1%	Other:	7.8%	8.2%	Other:	5.5%	4.3%

NOTE: Based on student self-reported data

<b>TOTAL T&amp;E Career Field Grads:</b>	<b>730</b>	<b>946</b>	<b>249</b>	<b>262</b>	<b>145</b>	<b>230</b>
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<b>Percent T&amp;E Careerists</b>	<b>38.0%</b>	<b>38.5%</b>	<b>57.2%</b>	<b>50.8%</b>	<b>71.5%</b>	<b>79.2%</b>

Total T&E Career Field Grads by FY: **1125** **1437** **22 % Increase !** **24**



# RESULTS OF CERTIFYING OFFICIAL SURVEY

ACQUISITION SUPPORT CENTER

• Robert Sivaelli ACM, IPT Lead

# **IPT FOR CO SURVEY RESULTS**

- **Background: Acquisition Support Center (ASC) sent a survey to all Certifying Officials (CO) to get feedback on the pros and cons of the current acquisition certification process and related CO responsibilities.**
- **ASC IPT will evaluate survey results and coordinate with Functional Chief Representatives (FCRs) for process improvements, etc.**
- **Results of the survey have been summarized in bullet form on the follow slides.**
- **FCRs are asked to evaluate the survey results and be prepared to discuss with an ASC IPT member to formulate recommendations. Suspense for feedback/recommendations is Jul 8<sup>th</sup>, 2004.**
- **IPT will brief out the recommendations at the Acquisition Career Manager Workshop at Ft. Belvoir, on Thursday, 9 Jul 04.**

# **SUMMARY OF CO SURVEY**

- **Need to re-educate the AL&TWF, as well as COs, on the appropriate way to fill out a fulfillment package. There is not clear guidance on what the Army expects the associate to demonstrate in their response to the DAU class competencies listed on the template.**
- **Remind the CO community that fulfillment is for a request for one class per fulfillment package and that certification is a separate request process.**
- **Certifying Officials are too divorced from day-to-day process changes and updates to career field issues. No institutionalized communications/interface with career field proponents and/or Functional Chief Representatives.**

# SUMMARY OF CO SURVEY

- **Remind ACM's that resumes are mandatory, no CO should be stating that all they receive is an ACRB and checklist.**
- **Against the use of fulfillment, especially from anyone coming from industry.**
- **Explain to us how you can get dual credit for experience in two career fields at the same time? Not clear on this ideology.**
- **Is there a way to tie job descriptions to a specific experience requirements?**

# SUMMARY OF CO SURVEY

- **What is the intend of 5000.52-M on acquisition experience, we seem to be certifying allot of people who have peripheral experience. Need more guidance on where to draw the line on qualifying experience (including Nat'l Guard/Reservists).**
- **The certification process is archaic, ACMs and COs do not have time for the paper mill. Need an electronic way to streamline the process.**
- **For 1102 (contracting) employees, would like to see all ACRBs annotate in section VII how they meet DAWIA, regardless of when hired.**
- **APL numbers are useless and unreliable, eliminate them.**
- **Need ACM's to do more core function work (helping careerists).**

# SUMMARY OF CO SURVEY

- **Can you have a place on the bottom of the ACRB where the CO's name and grade appears, not printed by hand.**
- **Resumes are not telling us what we need to know about their experience. Especially those applying for PM certification.**
- **Associates need to know that they can earn partial experience for certain work done related to a secondary career field (i.e., if they do 25% work in QA each year for four years, that is good for one year of experience in QA).**
- **Total elimination of certificates is questionable, we sometimes use them for award ceremonies. Are we de-valuing the certificate?**
- **There should be more experience required for level II and III certification. We need seasoned professionals to accomplish mission, not pre-maturely trained employees with insufficient practical application. What does being certified really mean?**

# **IPT MEMBERS FOR CO SURVEY RESULTS**

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(Lead)**

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2266**

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**[edward.magurie@us.army.mil](mailto:edward.magurie@us.army.mil)**

# **Roundtable Discussion**

- Top 3 Concerns T&E Certifying Officials**
- Need for More T&E ACF FCR Guidance?**

# **Future Efforts/Actions**

**1.**

**2.**

**3.**

**4.**

**5.**

